



United States
Department of
Agriculture

Farm and Foreign
Agricultural
Services

Farm Service
Agency

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FARM SERVICE AGENCY POLICY STATEMENT ON REPRISAL AND RETALIATION

Requirements of Management Directive 715: The Equal Employment Opportunity Commission's (EEOC) Management Directive 715, requires agencies to issue an annual policy statement on reprisal and retaliation and display the policy conspicuously in agency offices.

Policy: It is the policy and practice of the Farm Service Agency (FSA) that no person shall be subject to reprisal and retaliation for responsible participation in an EEO process, or for speaking out against practices he or she believes may constitute unlawful discrimination under the provisions of the statutes listed below:

- Title VII of the Civil Rights Act of 1964;
- Age Discrimination in Employment Act (ADEA);
- Equal Pay Act;
- Rehabilitation Act of 1973

Definition: Reprisal and Retaliation are defined as adverse actions taken because of opposition to unlawful discrimination. Any act of reprisal or retaliation by an FSA employee against a person for using these policies responsibly, interferes with free expression and candor, and violates this policy. Accordingly, employees are prohibited from acts of reprisal and retaliation against those who bring charges, or are involved as witnesses or otherwise try to responsibly use this policy.

How to Report: If you believe that you are a victim of reprisal or retaliation, you should report the person(s) to your supervisor. If the person is your supervisor, report the person(s) to your second-line supervisor. If reprisal or retaliation persists after reporting it to your supervisor, or if it is not dealt with to your satisfaction, you may seek relief by contacting one of FSA's EEO Counselors. All FSA employees are required to report actions by other employees, that he or she knows, or has reasonable basis to believe, are prohibited acts of reprisal and retaliation.

Actions for Prevention: FSA maintains zero tolerance on any form of reprisal or retaliation. Any FSA employee who is found guilty of engaging in this type of behavior, is subject to immediate disciplinary action, including demotion, suspension, and/or removal. Full adherence and compliance will be expected of all FSA employees.

Publication: This policy should be posted in conspicuous location throughout the workplace.

Teresa C. Lasseter
Administrator

Jan. 9, 2008